



ETFO CENTRAL BARGAINING BULLETIN

November 14, 2019 | Bulletin Number 9

STRIKE PROTOCOL WORK-TO-RULE – PHASE 1

Effective Tuesday, November 26, 2019, all ETFO members* shall begin strike action.

On Tuesday, November 26, 2019, we are asking all ETFO members to participate in a Solidarity Action by:

- meeting together outside the main entrance of their workplace and entering the workplace together 15 minutes before the start of the instructional day.

Effective Tuesday, November 26, 2019, ETFO members will:

- NOT** participate in any school board or Ministry of Education professional learning offered outside of the instructional day (including online or face-to-face professional learning);
- NOT** participate in activities related to the *Fundamentals of Math Strategy* (except as referenced above);
- NOT** participate in any Ministry of Education online training or webinars;
- NOT** participate in any EQAO-related activities;
- NOT** participate in any way in the development of the *Math Proficiency Test* for faculty of education students;
- NOT** complete any surveys/data collection activities (except for what ETFO members deem is necessary for their own reporting requirements, as per PPM 155);
- NOT** attend meetings (online or face-to-face) with Ministry of Education Achievement Officers;
- NOT** participate in school board activities on Professional Activity (PA) Days – ETFO members will work in their assigned worksites on their own self-directed activities;
- NOT** attend staff/division/grade team meetings;

* ETFO members working in care and treatment facilities do not participate in Phase 1 Work-to-Rule and will continue with their regular duties. Those facilities are: Bloorview, Campbell Children's School, John McGivney Children's Centre, KidsAbility, Niagara Children's Centre and Ottawa Children's Treatment Centre.

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- NOT** undertake the role of 'Teacher in Charge' (unless remuneration is specifically provided for this role in the local collective agreement);
- NOT** participate in school board/school improvement planning activities (i.e., BIPSA or SIPSA);
- NOT** respond to electronic communications from the school administrator or direct supervisor for non-school-based staff, outside of the instructional day (unless for reasons of personal/student safety, an occasional teacher accepting work, or support for students with special needs);
- NOT** undertake the role of divisional chair/team lead (unless remuneration is specifically provided for this role in the local collective agreement);
- NOT** participate in any school board committee (with the exception of the School Council, staffing committees, labour management committees or health and safety committees);
- NOT** participate on any school board writing team or in school board curriculum/resource development;
- NOT** complete Term 1 Report Cards - teachers WILL provide the school administrator with a class list of marks for the various subjects/strands taught, or one brief comment per frame for the Kindergarten Communication of Learning;
- NOT** undertake the role of report card administrator;
- NOT** file the Progress Report, the Term 1 Report Card or the Kindergarten Communication of Learning.

EFFECTIVE TUESDAY, NOVEMBER 26, 2019, ETFO MEMBERS WILL:

CONTINUE to focus on and support the learning needs of students;

CONTINUE to maintain contact with parents regarding students;

CONTINUE to provide scheduled supervisory duties; and

CONTINUE to wear red on Fridays (or Thursdays, depending on local practice) in support of public education and participate in collective actions to demonstrate solidarity.

ETFO's strike action is incremental in nature. This strike action will continue until the labour dispute is satisfactorily resolved or ETFO's Provincial Executive deems that further actions are required.

ETFO members who have questions or require clarification about Phase 1 Work-to-Rule strike action should contact their School Steward or their ETFO local.